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VOLUME XLIV, NUMBER 42 — OAKLAND, CALIFORNIA, FRIDAY, JANUARY 1, 1971 — SINGLE COPIES TEN CENTS

Job Placement scores; killed by U.S. fund cut

The Nixon administration's "economy" has hit a second East Bay labor anti-poverty effort, wiping out the Alameda County Central Labor Council's Job Placement Program.

As Job Placement was to wind up December 31, it reported that it had placed some 130 hardcore unemployed with help of 30 unions and one union trade council in its year of life.

Of the 25 jobless hired last summer by the University of California under a joint Job Placement - AFL-CIO Human Resources Development Institute developed program, four have been promoted with $30 to $151 a month raises, Job Placement disclosed.

Job Placement was denied 1971 funding as a result of the Nixon administration's 35 per cent fund slash for the Concentrated Employment Program of the Oakland Economic Development Council, Inc., which financed Job Placement.

Earlier the Prep Program, sponsored by the Alameda County Building Trades Council and the General & Specialty Contractors Association, learned that the Nixon cutback would reduce its job slots for 1971 to 50 from the 96 provided in 1970.

Prep furnishes building trades work experience to disadvantaged minority youth in rehabilitation of West Oakland homes.

Of the 25 placed at UC in clerical and technical jobs and such blue collar jobs as custodian and caretaker, 19 were still on the university payroll as Job Placement bowed out this week.

The four who have been promoted are Yolanda Barrie, from clerk-typist to personnel assistant; John Vigil, from laboratory helper to laboratory assistant; Jose Madrid, from store helper to Storekeeper I, and Anna Valencia, from office clerk trainee to clerk typist.

Union groups which helped Job Placement do its job, by pinpointing available jobs or by endorsing job programs were listed as:

Auto, Marine & Specialty Painters Local 1176, Butchers Local 120, Carmen's Division 192, Cleaning & Dye House Workers Local 3009, Cooks Local 228, Culinary Workers & Bartenders Local 823.

East Bay Union of Machinists Local 1304, Electrical Workers Local 1245, Furniture Workers Local 262, Glass Bottle Blowers Association Locals 2 and 141, Hod Carriers Local 166, Hospital Workers Local 250, Industrial Iron & Metal Processing Workers Local 1088, Ink & Roller Makers Local 5, Ladies Garment Workers Locals 101 and 213.

Leather, Plastic & Novelty Workers Local 31, Office & Professional Employees Local 29, Paint Makers Local 1975, Printing Specialties District Council 5, Retail Clerks Local 870, Service Employees Local 18, Stationary Engineers Local 39, UC Employees Local 371, UC Clerical, Technical & Professional Employees Local 1695.

Waiters, Waitresses & Service Crafts Local 31, Welders Local 1330, Western Graphic Arts Union Local 14 and Teamsters Locals 923 and 78.

FRAN CHILDERS DEAD!

Fran Childers, secretary-treasurer of Waiters, Waitresses & Service Crafts Local 31 and wife of Alameda County Building Trades Council Secretary-Treasurer Lamar Childers, died of a heart attack late Tuesday. She was 51.

Long known as a dynamic worker for labor's causes, she was known throughout the state. A typical Fran Childers project was organizing a huge testimonial dinner last fall for the gubernatorial campaign of COPE-endorsed Jess Unruh.

She collapsed at a special meeting of the union at Local 31 headquarters, 548 Twentieth Street, Oakland, and died despite emergency efforts of a fire department resucitator squad.

Mrs. Childers had been allowed to leave Peralta Hospital, where she had been treated since December 8 for a mild heart attack, and was to have returned after a special meeting on bylaws amendments.

She had served Local 31 as dispatcher, business agent and secretary-treasurer for 23 years. She was an Alameda County Central Labor Council and COPE delegate and delegate to the Joint Executive Board of Culinary Workers & Bartenders.

Funeral services were pending at the East Lawn Chapel, Oakland. Surviving besides her husband are two brothers, William Cox of Alameda and James Cox of Kansas City, Missouri, and a sister.

PUC rules change assailed

(Editorial Page 7)

Consumer, labor and conservation organizations this week disclosed a proposal by Governor Reagan's chairman of the State Public Utilities Commission, which they charged would severely limit the public's right to be heard before the utilities regulating body.

The proposal, made December 14 but not made public until the three organizations held a press conference Monday, came from PUC Chairman J. P. Vukasin Jr. and Wilson E. Cline, a PUC examiner.

It would:

1. Limit full commission appearances to attorneys only.

2. Require that organizations prove—to the PUC's satisfaction—that they have a substantial special interest in a matter before the commission in order to enter the case.

3. Require that issues be defined at the beginning of a hearing, which then would restrict all testimony to those issues without regard to points which may come up during the hearing.

The California Labor Federation, Association of California Consumers, Sierra Club and the California Farmer-Consumer Information Committee disclosed the Vukasin-Cline proposal Monday at their press conference in the lobby of the State Building in San Francisco.

MORE on page 8

CRLA seeks to override Reagan veto of U.S. grant

Governor Reagan last week vetoed the 1971 federal grant for California Rural Legal Assistance, the anti-poverty organization whose best known accomplishment was knocking out his big cuts in MediCal service in 1967.

CRLA leaders immediately asked Frank Carlucci, director of the U.S. Office of Economic Opportunity, to override the veto and said they were optimistic he would act favorably.

Reagan said CRLA had harassed public agencies and he has particularly opposed its "class action" suits like the MediCal action.

Another such class action was CRLA's successful suit on behalf of 50,000 women to force the state to enforce minimum wage standards for women farm workers.

"Can you imagine the criticism of CRLA, can you imagine the costs to the courts and the taxpayers if, rather than file that single lawsuit, we filed 50,000 lawsuits?" said CRLA General Counsel Sheldon Greene.

As far back as December 1, word leaked out of Sacramento that Reagan might veto the $1,800,000 CRLA grant.

Lewis K. Uhler, whom Reagan had recently named head of the California OEO, said then he would not be "intimidated" out of sending questionnaires to attorneys and judges to get their reaction to CRLA's record.

CRLA Director Cruz Reynoso noted angrily that Uhler was allowing the questionnaires to come back unsigned and had

MORE on page 8

Bookbinder talks snagged

Lengthy negotiations for a new agreement for 1,000 Bay Area Bookbinders were still snagged this week over an employer proposal to expand the work of a lower paid classification at the expense of women employes.

Bookbinders Local 3 and employers were apart on all contract issues but the major dispute was on the employer classification demand, Secretary-Treasurer Albert Mattson said.

The old contract's expiration date was last March 2.

Employers want to allot most journeywoman work to the specialty worker classification at a $115 per week scale. That compares to the present $119 for journeywomen and $135 gained in other settlements.

Local 3 revised its proposal at a bargaining session Monday with the Printing Industries of Northern California and the Associated Printing Industries, but management did not change its stand.

A new meeting is tentatively planned for mid-January with a representative of the Bookbinders international union aiding Local 3.

Women employes' work, much of which management wants to turn over to lower-paid employes, includes feeding material into machines and removing the finished product.

Bay Clerks resume talks

Bay Area Retail Clerks local unions resumed chain food store bargaining this week, seeking an agreement replacing one whose expiration date is Thursday, after sessions last week in which no progress was reported.

Management, represented by the Food Employers Council, made no offer in talks held at Alameda County Local 870's headquarters.

Local 870 tentatively scheduled a meeting of some 3,400 food chain employes for next Tuesday for a strike authorization vote if negotiations do not speed up.

Meeting next Monday is Solano-Napa Counties Local 373 and Tuesday meetings are planned by Contra Costa County Local 1179, San Mateo County Local 775, Santa Clara County Local 428 and Marin County Local 1119.

San Francisco Local 648 already has authorized a strike if necessary.

The 17,000 Clerks, who work for national, state and local food chains, want a $1 per hour raise in a one-year contract, plus pension and health and welfare improvements.

Union spokesmen said the unions are not inclined to extend the contract for a long period.

This week's talks, also at Local 870 headquarters, were scheduled for Wednesday and Thursday.

OFFICIAL NOTICES

Union meeting notices page 6, correspondents columns pages 5 and 6.

from the EDITOR'S CHAIR

Once upon a time you could look at America

What you heard last month might have been the death knell for a valuable aspect of America.

A high-up group proposes to eliminate passenger train service between Southern California and the Pacific Northwest.

If this is imposed on us, and railroads have been cutting back passenger service drastically over recent years, you'll be able to take a train from L.A. to Portland by way of Denver.

★ ★ ★

IT IS my contention that you never have really seen America unless you've ridden through it on a train.

Back in my early youth I rode the Overland Limited out of Oakland. We passed Shell Mound Park, of which Jack London speaks in a story written long ago, moved fast along the eastshore and swung into Carquinez.

It was deep blue Carquinez Strait, brown Solano County hills with green oaks and red Hereford cattle, wide Sacramento Valley fields, pines and firs in the Sierra, over Donner Pass under snowsheds.

We waited for another train to pass at the trestle over the Great Salt Lake. I walked across the station platform at Ogden and discovered that in Utah they run snow water through the gutters.

★ ★ ★

WE LOOKED eye level at white corn tassels and got a pungent whiff of the world's greatest horse and mule market at Grand Island, Nebraska, 20 miles before we passed through it.

We looked down on the big Missouri River, rode into big, noisy Chicago. We crossed the rolling farmland of western Pennsylvania where my father's folks pioneered.

I woke one morning in the green Alleghenies, looking at the river at Harper's Ferry where John Brown expressed his anger at the abomination of one man owning another by rebellion.

MORE on page 8

How to Buy

Ruthless TV mouthwash promotion

By SIDNEY MARGOLIUS
Labor Journal Consumer Expert

Anyone who watches TV must be aware that teenagers have become a main target of the booming cosmetics and toiletries business.

As a nation we now spend over $3,500,000,000 a year for cosmetics and toiletries. That is almost as much as we paid out for Medicare hospital benefits for the elderly last year.

FOR A LONG TIME the cosmetics and toiletries industry has been a kind of privileged sanctuary for exaggerated claims for mysterious ingredients.

The Food and Drug Administration has taken only isolated actions against the insinuations of the toiletries manufacturers and then only when advertisers seemed to claim their products had a therapeutic or medical value as in some cases of wrinkle creams.

The only member of Congress who has tried to do something to protect the public against both the promotional exaggerations and allergy and other hazards of toiletries and cosmetics has been Leonor Sullivan of Missouri.

For many years she has urged passage of a bill to require disclosure of ingredients and also, premarket testing of cosmetics to guard against hazards.

Some of the most ruthless promotion has been for mouthwashes. It's ruthless because of the unashamed way it plays on people's fears—the teenager's fear of rejection by the opposite sex; the salesman's self doubts over losing a sale; the worry of almost any of us about whether other people like us.

As a nation we now spend close to $250,000,000 a year just on this one type of product. Powered by heavy TV promotion, in recent years mouthwashes have become the fastest-growing toiletries product, exceeded only by hairsprays.

THE SALES of the various brands of mouthwash are in direct relation to their advertising expenditures. Of the $30 000,000 a year spent on mouthwash advertising by the five leading brands, Listerine alone spends over $15,000,000 a year.

Thus, Listerine is the best seller. It spends half the advertising money and has half the sales volume.

Scope, which is second in advertising expenditure, is second in sales. Who says we're not a nation of independent thinkers in our purchases?

These are not the only brands either. A survey by the New State Extension service found 17 different brands of mouthwash in just one drug store.

Now, the Federal Trade Commission is getting after the mouthwash advertisers for their claims.

The FTC investigation is based on a recent study of drug efficacy by the National Academy of Sciences and the FDA's National Research Council.

The study found again what previous studies of mouthwashes had observed; that any therapeutic claims were simply not justified. The fact is the antibacterial agent probably does not stay in your mouth long enough to be effective.

MOST OF THE mouthwashes use combinations of an antibacterial agent like hexachlorophene or ammonium compounds, with alcohol and a pleasant-tasting breath-perfuming agent like peppermint oil, menthol or clove oil. Listerine has the most alcohol; 25 per cent compared to as little as 5 per cent for other brands.

Some of the ingredients in various advertised mouthwashes provide only weak antiseptic action, such as the zinc chloride in Lavoris, and boric acid, an ingredient in Listerine.

In fact, if the mouthwashes did have strong disinfectants or antiseptic ingredients they would probably be too irritating and dangerous to use. (As it is, some of the antiseptics can be poisonous if swallowed, especially for children).

According to Robert L. Dey, University of California pharmacy authority, the main usefulness of a mouthwash is to rinse away odorous materials such as decaying bits of food. But plain water can do this.

The only other major value of prepared mouthwashes is in perfuming your breath.

It is significant that doctors themselves rarely prescribe mouthwashes. Some pharmaceutical experts believe that often "bad breath" is a figment of a person's own imagination. Or sometimes bad breath may derive from a systematic disorder which a mouthwash can't correct.

But if you do feel you want a prepared mouthwash, there are many private brands now sold by large stores and supermarkets for a fraction of the price of the advertised brands.

OFTEN THESE private-brand mouthwashes come in the various colors and flavors of the advertised brands; for example, pale yellow for Listerine, green for Scope and Reef, blue for Micrin, red for Lavoris, yellow for Cepacol.

The private brands sell for as little as 49 cents a quart. In comparison, Micrin costs 95 cents for a 12-ounce bottle, which is at the rate of $2.50 a quart.

For that possibly malodorous morning taste in your mouth, toothpaste itself makes a mouthwash, even for lovers.

(Copyright 1970)

The suit that never got there

Buyers of "custom made" Hong Kong suits not only undercut American jobs but some run the risk of being cheated, says the Amalgamated Clothing Workers.

The union heard from a man in Pittsburgh, Pennsylvania that his suit failed to show up. All he got was his cancelled check and a letter from the Hong Kong firm that "it is financially broke and is, therefore, closing its doors . . ."

Henning in bond post

Secretary-Treasurer John F. Henning of the California Labor Federation has been named volunteer state labor chairman of the U.S. Savings Bonds program.



Sterling (Bayer Aspirin) strike backed

The AFL-CIO has urged full support for the more than six-months old strike of the International Chemical Workers Union against Sterling Drug Company, which makes Bayer Aspirin and other nationally advertised drugs, cosmetics and toiletries.

ICWU announced that the International Confederation of Chemical & General Workers' Unions would undertake a worldwide campaign against Sterling and its products.

Besides Bayer Aspirin, Sterling produces Lysol, Phillips Milk of Magnesia and Toothpaste, D-Con and such toiletries and cosmetics as Dorothy Gray, Tussey, Noreen and ZBT.

Many Sterling products are produced and sold abroad by Sterling's foreign subsidiaries, the union said.

Some 2,000 unionists went on strike against Sterling plants in Cincinnati, Ohio, and Rensselaer, New York, on June 8.

Getting Your Money's Worth

The annual Buying Guide Issue of Consumer Reports now on sale contains more than 2,300 ratings of products by brand and model including a new summary report on shopping for auto insurance.

An article on household moving, revised to reflect the latest government regulations affecting the 40,000,000 Americans who move annually, is also included in the 448-page publication.

The Buying Guide Issue, available on newsstands for $2.65, is a compendium of test reports, brand and model ratings, and general buying advice, much of it extracted from regular monthly issues of Consumer Reports published by Consumers Union.

IN ADDITION to the auto insurance and household moving articles, the 1971 Buying Guide contains automobile frequency-of-repair charts including model data formerly unavailable until publication of April issue of Consumer Reports.

The Guide also offers a summary report on pickup trucks—with and without camper boxes—and revised sections on government aids to consumers and on health and medicine. The latter includes the latest recommendations of CU's medical consultants on immunizations.

Subscribers to Consumer Reports at $8 a year receive the Buying Guide in addition to the 11 other monthly issues published by CU, the nonprofit product-testing and consumer-advising organization. Approximately 2,750,000 copies of the Buying Guide are being published, the largest press run in CU's 34-year history.

"WHO'S BURIED in Grant's Tomb?" went the sure-fire giveaway on the Groucho Marx show.

Try this one: "What are you sure to find in egg nog?"

Guess again. According to Consumer Reports, the consumer magazine, about 20 states have no regulation concerning egg nog composition and the product apparently need not contain any egg.

In the case brought this year by the Arizona attorney general's office, a company pledged not to sell eggless egg nog, even though that state does not have egg nog regulations.

Consumer Reports believes there should be a federal standard for "egg nog" requiring some fair proportion of eggs.

After all, can't the consumer take anything for Grant-ed?

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LADIES GARMENT WORKERS President Louis Stolberg, right, receives the Jewish Labor Committee's Human Rights Award at the committee's annual dinner in New York. From left are Emanuel Muravehik, committee executive director; Charles S. Zimmerman, committee president and AFL-CIO President George Meany.

Muskie takes lead from Nixon in poll

Maine Democratic Senator Edmund Muskie is 6 percentage points ahead of President Nixon in a voter poll on the 1972 Presidential race.

The Louis Harris poll makes Nixon an underdog for the first time since he became President.

Conducted among a cross-section of 1,389 likely voters, it assumes that the 1972 Presidential race will be a three-way contest among Muskie, Nixon and Southern rightwinger George Wallace.

If such a race were conducted today, the poll disclosed that Muskie would win 46 per cent, Nixon 40 per cent and Wallace 10 per cent.

The Harris report pointed out that the voters' attraction to Muskie has climbed steadily from a low of 33 per cent in May 1969, drawing even with Nixon in September 1970 when 43 per cent of the voters backed each.

It also noted that Nixon began with a clear majority of 51 per cent in May and October of 1969 but has steadily lost ground.

In winning election in 1968, Nixon received 43.3 per cent of the vote.

The Harris poll emphasized that its findings "may bear little resemblance to the final outcome" since the actual voting in 1972 is still 23 months away.

In pitting other possible Democratic presidential challengers against Nixon in a similar three way race, the poll found that Nixon presently leads Senator Edward M. Kennedy 45 per cent to 39 per cent; Senator-elect Hubert H. Humphrey 46 to 39 per cent and New York Mayor John Lindsay 45 to 37 per cent.

In rating Nixon on the way he campaigned in the recent general election, a total of 35 per cent rated him "excellent" or "pretty good" and a total of 55 per cent rated him "only fair" or "poor."

The Harris poll pointed out that this suggests that the 46-40 per cent split for Muskie may be viewed not only as a sign of Muskie's rising popularity but also as indicative "of an essentially negative public view of the campaign activities of Nixon in 1970."

NLRB finds J. P. Stevens guilty of breaking law for 11th time

For the 11th consecutive time the National Labor Relations Board has found J. P. Stevens & Company guilty of violating federal labor laws.

Stevens is the nation's second largest textile firm and a big government contractor.

A three-member panel of the board found that Stevens failed to bargain in good faith when it switched from an incentive system to a flat pay rate in July, 1969 at its Gulistan plant in Statesboro, Georgia, after the Textile Workers Union of America won an election at an NLRB plant.

TWUA charged the anti-union employer was retaliating against the workers for voting for the union.

The NLRB ordered Stevens to restore the former wage structure, compensate employes for any lost pay, bargain with the union and sign a contract if agreement is reached.

In 10 years of legal battling, Stevens has managed to avoid bargaining with any union despite numerous NLRB and court rulings all of which found the textile firm violated the law.

In this case Stevens argued it has no duty to bargain with the union until a U.S. Court of Appeals in New Orleans makes a final ruling on the company's previous unfair labor practices in the same plant. The board has asked the court to order Stevens to comply with a 1969 NLRB ruling that the company earlier had illegally destroyed a union majority in the same Gulistan plant.

Missouri labor figure dies

John L. Rollings, president-emeritus of the Missouri AFL-CIO and a state labor leader for more than 30 years, died of a heart attack at 65.

4 postal unions move to merge

Presidents of four AFL-CIO postal unions have signed a merger agreement in Washington. It is subject to ratification by the unions' members.

The agreement, announced at the headquarters of the Postal Clerks, largest of the unions, was described as "the first major step toward one big postal union."

Union presidents signing the pact were Francis S. Filbey for the Postal Clerks, Monroe Crable for the Post Office & General Services Maintenance Employes, Chester W. Parrish for the Post Office Motor Vehicle Employes and Michael J. Cullen of the Special Delivery Messengers.

The Postal Clerks have 175,000 members and the merger would bring the membership of the combined union over the 200,000 mark.

There remained a possibility that the largest unaffiliated postal organization, the National Postal Union, would join in a merger agreement.

Filbey and National Postal Union President David Silvergleid announced that a three-day meeting of merger committees of the two unions had resulted in "substantial agreement."

A further meeting has been scheduled for early January to continue discussions on several unresolved issues.

The unions agreeing on a merger plan all hold national exclusive bargaining rights for their crafts in the U.S. Postal Service and the merger agreement will protect the craft identity of the participating organizations.

The four unions, along with the Letter Carriers, Mail Handlers division of the Laborers and the unaffiliated Rural Letter Carriers, have been cooperating in collective bargaining as part of the recently - established Council of American Postal Employes.

Postal bargaining

Bernard Cushman, a Washington lawyer with extensive experience in labor relations and arbitration, has been named chief spokesman for the Council of American Postal Employes in its forthcoming negotiations with the U.S. Postal Service.

The council consists of seven major postal unions holding exclusive national recognition for bargaining with the Postal Service. Sessions will begin January 20.

Peevey returns as research director of Cal. Federation

Mike Peevey has returned to the California Labor Federation in his old post as research director and legislative assistant to Secretary-Treasurer John F. Henning after more than a year at the University of California.

Paul S. Taylor, UC emeritus professor of economics and authority on water and reclamation, had been research director. He is to remain on the Federation staff as economic consultant and will represent the Federation before public boards and commissions.

Peevey resigned in the fall of 1969 to become coordinator of community problems at UC's Institute of Industrial Relations. He sought election to the State Senate in November as Democratic candidate in Marin, Solano and Napa Counties.

Peevey is a director of the Association of California Consumers, the Northern California Council of Churches and the *Marin Council for Civic Affairs* and a number of conservation groups.

He served four years on the Advisory Committee to the Assembly Committee on Agriculture.

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Sheet Metal 216

BY KEITH & JIM

ALL MEMBERS PLEASE READ CAREFULLY AND SEND A LETTER, IN YOUR OWN WRITING, TO THE SECRETARY OF LABOR, WASHINGTON, D.C.

The following is an extraction from the Federal Registration, page 18672, dated Wednesday, December 9, 1970, proposed to amend 29 CFR, subtitle (A) by adding thereto a new part 5 (A). This proposal as set forth in the Federal Registration would set up labor standards for ratios of apprentices and trainees to journeymen on federal and federally assisted construction.

5a.3 Apprentice and trainee contract clauses.

(a) The following contract clauses shall be conditions of each Federal or federally assisted construction contract, and each Federal agency conerned shall include the clauses, or provide for their inclusion, in each such contract:

(1) The contractor agrees:

(i) That he will make diligent effort to hire for the performance of the contract a number of apprentices or trainees, or both, in each occupation, which bears to the average number of the journeymen in that occupation to be employed in the performance of the contract the applicable ratio as determined by the Secretary of Labor;

(ii) That he will make a diligent effort to assure that 25 per cent of such apprentices or trainees in each occupation are in their first year of training; and

(iii) That during the performance of the contract he will, to the greatest extent possible, employ the number of apprentices or trainees necessary to meet currently the requirements of subdivisions (i) and (ii) of this sub-paragraph.

(2) The contractor agrees to supply after completion of the contract a statement describing the steps he has taken toward making a diligent effort, and containing a breakdown of the number of journeymen, apprentices and trainees and the wages paid to such journeymen, apprentices, and trainees. Two copies of the statement shall be sent to the agency concerned and two to the Secretary of Labor.

(3) The contractor agrees to maintain, and make available for inspection upon request of the Department of Labor or the Federal agency concerned, records of employment of apprentices, trainees, and journeymen, in each occupation, employed by him on other construction work done during the performance of this contract in the same labor market area.

(4) The contractor agrees to insert in any subcontract under this contract the contract clauses contained in this paragraph (29 CFR 5a.3 (a) (1), (2), (3), and (4). The term "contractor" as used in such clauses in any subcontract shall mean the subcontractor.

(b) The provisions of paragraph (a) of this section shall not apply with regard to any contract, if the head of the Federal agency concerned finds it likely that a making of the contract with the clauses contained in paragraph (a) of this section will prejudice the national security.

When you read this particular section of the regulation, you will see the ridiculous and impossible burden they try to place upon the Contractors, the Unions, and the Joint Apprenticeship Committee. What do we do with all the apprentices after the Federal job is complete? What happens to unemployed journeymen and what happens to the trainees, which we have no provisions for in our constitution, and what happens to our related training classes?

WE ONLY HAVE THIRTY DAYS TO PROTEST UNDER THE REGULATION. IT WAS PUBLISHED DECEMBER 9, 1970 SO ALL PROTESTS MUST BE POSTMARKED NO LATER THAN JANUARY 8, 1971.

Any questions you may have, please contact this office.

THOUGHT FOR THE WEEK—"MEN MAY BE CONVINCED, BUT THEY CANNOT BE PLEASED AGAINST THEIR WILL."—Ben Franklin.

Jane Warren, wife of our member, Ed Warren has just returned home after a 21 day stay in the hospital. We surely hope that this is the last time she has to be hospitalized.

Regular meetings are held on the third Wednesday of each month.

Members of the Tri-State Council Death Benefit Plan, please note that Death Assessment No. 686 is now due and payable.

AFSCME 1695

BY JUDY SHATTUCK

UC President Hitch's recently announced freeze on the hiring of new employes is a scandalous, though not surprising event, and deserves some comment by those most immediately affected by it, the campus employes. Like the State freeze imposed by Reagan, this one has a good deal to do with false economy and with the traditional management notion that the best way to find money is to take it out of the employe's pockets.

First, there is the question of speedup. We know that the governor does not much care about **his** employes and their working conditions. This is the same man who, in his first year in office, asked State workers to work on national holidays, just to show where their hearts were; it is the same man who, last week, told AFSCME President Wurf that public employes not only should not have the right to strike ("insurrection"), but do not deserve the right to the arbitration of differences. We are not therefore surprised to see that the governor does not think there is anything wrong with paying any one of his employes one salary to do two jobs (the inevitable result of a hiring freeze).

It should go without saying that this is an attitude repugnant to workers, but it should be noted that public employes in California, including those on the campuses, are organizing, and the governor and the UC administration are going to find it harder and harder to successfully act out their nineteenth century exploitative schemes for the uses of labor. Public employes or not, our sense of dignity causes us to reject speedup and all the other sacrifices which we are asked to make, just as surely as outright involuntary servitude was rejected by our forefathers.

We on the campuses are working at an institution already exempt from basic protective legislation (no NLRB protection, no inclusion in civil service provisions, no unemployment comp, no social security, etc.), and Hitch and Reagan would now have us believe that we are engaged in some kind of holy crusade and that new personal sacrifices of the most extraordinary kind are in order.

The point, of course, is that this is not **our** crusade and we will have nothing to do with the sacrifices now being demanded. We will do our work, and as well as we can, but we will not and can not assume the work of speedup. We are nothing more or less than working people, and our problems are similar to those of the other Californians who have already been asked to make sacrifices — MediCal patients, rural assistance clients, farm workers, mental hospital patients, students, little taxpayers of all kinds. Our interests and our crusades are theirs, not those of the governor and the UC president, the two people who, on the one hand, gives tax rebates one year and plan for double taxes two years later and, on the other hand, serves as chief officer of a University which gives away billions of dollars worth of research results to private industry while being "forced" to charge tuition to the students. Our allies are not the people who issue statements about "pooling activities . . . within available staffing" and having work duties "assumed by other staff members" (Hitch to Chancellors, December 14). Our friends use our language, and we call speedup just plain speedup.

Who can account exactly for the financial crisis of California? Not the experts and not us. We are told one story after another by those "in charge" and can hardly sort out the lies from the half-truths. But there is no doubt that the war in Southeast Asia is largely responsible. And there is no doubt that businesses and corporations are not paying their fair share in California. And there is no doubt that political gimmicks (e.g. tax rebates on election eve and expensive UC giveaways to healthy corporations) are also partl yresponsible. **These** are the problems and these are the areas which need corrective action. We are not willing to accept the burden, so easily passed down to us, for these crusades, crusades which were not of our devising and which serve neither us nor the majority of the people of California.

Our work is in letting Mr. Hitch and Mr. Reagan know where we stand; it is in telling them that as workers and as taxpayers **we** are going to be making the demands and passing along to these two the burden for solutions. We demand decent working conditions **and** a first-rate functioning University and we want these things funded at the expense of the war, the businesses, and the political profits. Since neither of these two understands the direction in which demands should be made, since neither of these two is willing to make a fight for the University or the State or their employes, the fight will have to begin with the workers.

We will work an 8-hour day for an 8-hour wage, or as close as the University is coming these days to an 8-hour wage, and we won't go a step further with the proposed pattern of events. We'll have nothing to do with speedup. And if the hiring freeze is allowed to continue for 6 months and the State and the University are consequently operating on an almost invisible staff, the governor and the president should be prepared to find that the State and the University are rendering almost invisible services. Only if this is the goal can the hiring freeze be justified. One more year of freeze and it's a frozen State, a frozen University.

Watchmakers 101

BY GEORGE F. ALLEN

Now that Christmas is once again over, we wish to extend to everyone a Happy and Prosperous New Year.

As we reported last year, and it hardly seems possible that a year has passed—with the end of our members' busiest season, we here in the office, must again look forward to our busiest time—those months after January 1. Tax reports — Government reports—compiling figures until we again say "Oh! for that slow boat to China." Administering our own Insurance Fund through the Union Office necessitates a lot of additional work and many additional Government reports, however, we do enjoy the administration of our Insurance Programs inasmuch as it enables us to become very close to our members and their dependents due to their direct contact with the union office. It also gives "heart" to our Insurance Program as we share with our members their troubles when sickness does strike. And from all the reports we get from our members, they too appreciate this personal contact, which, aside from the human aspect, does expedite service to them.

So — once again Happy New Year to all, and even though we enjoy administering our Insurance Program—we wish you all a year of nothing but happiness and good health.

Steamfitters 342

BY JAMES H. MARTIN

With Christmas behind us and the New Year just around the corner and as we look back at 1970, the Local Union has accomplished a great deal. We speak of our new business office and Training Center, our Union's various Labor contracts, full employment for our people and for many members of our sister Locals. All in all it has been a good year and we say, keep those jobs coming.

As we look in on 1971, we will finish our Training Center in approximately four months and job opportunities will again be good for our people and with your officers working in unity, with your support, we will continue to show progress.

This past year a number of our members have passed on and for them we offer this prayer:

"O God, who has called hence the souls of our brethren who have departed this life during the past year, and who alone knowest the secrets of each heart, with its trials, sorrows and temptations; we beseech Thee to have mercy upon them and also upon those Brothers, who have gone previously; pardon each sin that they have committed and give them rest, light and peace in Thy everlasting kingdom. All of this we beg through the merits and mediation of Jesus Christ, Thy Blessed Son, our Lord, Amen."

Those that have passed on are: R. W. Mahoney, Hap Modlin, Charles Vinter, Paul Madison, Tom Costello, Bob Fugate, Art Caskey, George Gordon, Pete Tate, Roy Gamey, Bill Chancellor, Waino Kananen, Jack Caraway, Fred Buell, Carl Farrell, Howard Hills, R. R. Dreggors, William Jefferson, Norman Roberts, Jim McCormick, Frank Jones, Dee Sheneman, Ken Jarratt, Willard Faulkner, Haldon Johnson and Martin A. Nottestad.

The Installation of Officers will be held in Hall "M" of the Labor Temple in Oakland on January 7th, after which a buffet dinner and refreshments will be served. Assistant General President Martin J. Ward will install the Officers.

We wish the members and their families a very happy and prosperous New Year.

Illinois labor chief dead

Reuben G. Soderstrom, president of the Illinois AFL-CIO and of the former state AFL from 1930 until his recent retirement, died in Streator, Illinois, at 82. He was a former Typographical Union local officer.



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FINANCIAL SECRETARY

(No. 6 on the Ballot)

Carpenters Local No. 1622

ELECTION JANUARY 11, 1971

Chips and Chatter

BY GUNNAR "BENNY" BENONYS

On behalf of all the officers and "Uncle Benny," "Cousin Al," "Brother Bill" and "Lill GeeGee" (our office vamp) we extend to all of you our very best wishes for the New Year.

Dental Technicians 99

BY LEO TURNER

Based on the latest cost of living index figures, all members under the Technicians contract will receive three cents (0.3¢) per hour increase in their hourly wage rate retroactive to December 1, 1970. Letters are going out to the employers this week and you should receive the increase within the next couple of weeks.

The hardships decreed to those on welfare as a result of the MediCal cuts ordered by the Administration in Sacramento could very well result in some layoffs of our members in the next couple of weeks.

Already some of the employers have indicated to me that they are thinking of this. The most serious part of this new decree is not the 10 per cent cut in money (although that is bad enough), but the worst part is the requirement that welfare patients may not go to the dentist except in a real emergency without prior authorization from the high mucky-mucks in the MediCal set-up.

Since a large portion of the business of the employers with whom we deal is from welfare patients, you can see how this will affect them and as a result affect our members as well.

This is but another proof that the welfare of the people is not uppermost in the minds of the people who sit in power positions in Sacramento. Can we remember this until the next time we have a chance to change them?!!

Any layoffs that result from the move discussed above must be made according to the seniority provisions of the contract. Those who may be laid off are also assured that when business picks up that they will be the first to be called back.

Don't forget the regular meeting of our Local next Wednesday, January 6, at the Del Webb Towne House, 8th & Market, San Francisco. Again I wish to remind all members who work for Dr. J. C. Campbell especially to be there to discuss the matters related to vacation and sick pay.

DON'T BUY Good Housekeeping or any Hearst publication. Hearst hires scabs in Los Angeles.

U.S. threatens to crack down on wages

A Nixon administration adviser's threat to crack down on organized labor's pay demands, including a call for compulsory arbitration, is the wrong medicine for the recession beset economy, the AFL-CIO declared.

As Nixon brain truster Arthur F. Burns outlined "further steps" which might be taken if labor didn't lower its voice at the bargaining table, AFL-CIO President George Meany urged "bold action" to pull the nation out of its slump.

Burns, federal reserve board chairman and strategist for the Nixon recession-breeding "game plan," said these actions were possible:

- **Compulsory arbitration of major labor disputes.**
- **Suspension of the Davis-Bacon Act, which requires payment of prevailing area wage scales on federally - financed construction projects.**
- **Exemption of teenagers from the federal minimum wage.**
- **Scrapping of local building construction codes.**
- **An advisory wage - price review board.**

But, while holding workers' wages down by such devices, Burns also suggested liberalized depreciation allowances, giving business a tax break "to stimulate plant modernization."

Burns' proposal, said Meany, would wreck the minimum wage act, the best weapon in the war against poverty.

And, the Federation chief warned, Burns' suggestions amounted to a "trickle down" economic theory, rolling "America back into the Nineteenth Century."

He assailed compulsory arbitration as destroying workers' freedom.

And Burns' plan to give corporations "an undeserved tax cut would merely "shift the tax burden onto the shoulders of workers," Meany retorted.

Three days before Burns spoke out with his get-tough plan, President Nixon conceded that the nation has "paid a price" in the form of higher unemployment for the Administration's efforts to cool off the economy.

Nixon told the National Association of Manufacturers that the worst of the inflation is over and the Administration has now embarked on a modest expansionary policy based on a temporary budget deficit and an increase in the money supply.

The change in direction is "welcome," Meany commented, "but faltering steps are not enough."

Calling for bolder action, Meany declared:

"Mini-expansion will not put millions of jobless back to work. Unless unemployment is sharply and promptly reversed, it will continue to roll up to even higher levels."

Even Nixon's "mini-expansion" prompted an implied rebuke from Burns, who as head of the federal reserve system has independent economic power.

Nixon told the NAM he has been "assured" by Burns that the federal reserve banks would step up the supply of money and credit needed to finance an expanding economy.

"I am confident that this commitment will be kept," the President said.

But Burns, just three days later, stressed that "we must be careful to avoid excessive monetary expansion" and strongly implied that the nation's central banking system will keep a tight grip on the purse strings until wage increases are curbed.

Both Nixon and Burns, however, agreed on heaping blame on the construction trades.

Nixon told the NAM that "when construction wage settlements are more than double the national average for all manufacturing at a time when many construction workers are out of work, then something is basically wrong with that industry's bargaining process."

The President called for replacement of "craft-by-craft, city-by-city" bargaining with area or regional bargaining machinery.

He said he has asked the tripartite Construction Industry Collective Bargaining Commission "to take the initiative in working out these changes with leaders of management and labor. If the commission determines that legislation is required," Nixon said, "it will be proposed."

The attack by Burns on the nearly 40-year-old Davis-Bacon Act came as Administration officials were openly exploring means of getting around the prevailing wage law.

Nixon's choice for NLRB post gets Senate approval

Ralph E. Kennedy, regional director for the National Labor Relations Board since 1958, has been sworn in as an NLRB member.

He is a Republican, nominated by President Nixon.

The Senate voted confirmation of Kennedy's appointment by voice vote to the post vacated August 27 by Frank W. McCulloch.

Kennedy, 50, was born in Springfield, Mo. He is a 1942 graduate of the Southwest Missouri State College and a 1944 graduate of the Washington University School of Law, St. Louis.

He joined the NLRB legal staff in 1948 and was named regional attorney for the Los Angeles region 10 years later.

His appointment gives the board a majority of Republicans. The others are Chairman Edward B. Miller and Howard Jenkins, Jr.

3,300 victims of imports

More than 3,300 workers in three states who lost their jobs or became underemployed as a result of rising imports of rubber footwear, have been certified as eligible for benefits under the Trade Adjustment Act.

The Act provides for cash readjustment allowances, testing, counseling, training and job placement and relocation, if needed and desired.

Involved are employes of the Servus Rubber Co., Rock Island, Ill.; Uniroyal, Inc., at Mishawaka, Ind., and the B. F. Goodrich Footwear Co., Watertown, Mass.

Petitions requesting eligibility were filed by United Rubber Workers Locals 65 and 215 on behalf of 900 workers at the Mishawaka plant and 430 at the Rock Island installation.

AFL-CIO Federal Local Union 21914 filed on behalf of approximately 2,000 Watertown workers.

Eligibility certifications affect those workers who became unemployed or underemployed after December 19, 1968, at Watertown, after April 21, 1968 at Mishawaka and between September 1, 1967, and December 1, 1969, at the Rock Island plant.

For certified workers' payments up to $85 a week are allowed for 52 weeks, but an extension of 26 weeks is permitted to enable workers to complete approved training courses.

An additional 13 weeks payments is also allowed for workers over 60 who lost their jobs.

NLRB takes jurisdiction over larger private colleges

The National Labor Relations Board has agreed to take jurisdiction over labor relations cases involving any private non-profit college or university which has a gross annual revenue of $1,000,000 or more for operating expenses.

That means non - professional employes of such colleges are entitled to the protection of the federal labor law.

The rule is effective immediately.

It was the NLRB's second step in asserting its jurisdiction over private non-profit educational institutions.

The first step was taken last June 12 when the board, on petition by the AFL-CIO and some of its affiliated unions, acted on a Cornell University election petition and agreed to set money standards for accepting future cases.

The Service Employes had urged the board to set a $100,000 annual gross revenue standard.

The union reported that in the fall of 1968, there were 1,472 private colleges, universities and junior colleges with 390,000 full-time employes in the United States.

In establishing the new $1,000,000 standard, the board decided to exclude from gross annual revence any contributions to colleges which cannot be used for operating expenses because of limitations by the donor.

Dear Brother Member:

I am asking for your support and vote for Financial Secretary of Local Union No. 1622.



With 33 years of consecutive membership in the Brotherhood, I have seen both lean and prosperous years in the building trades.

I have served my apprenticeship; worked with my tools, as well as in the supervisory capacity. I am familiar with all problems which face us today.

I appreciate honesty and fairness in all situations. I believe in one speaking his own thoughts and beliefs.

With knowledge and experience on the outside, here are some of my qualifications for keeping the internal operations of our Organization running smoothly.

I have served you in the capacity of Warden; 4 years as a member of the Sick Committee; Stewards Committee and as a Delegate to the District Council for 6 years. Through this media, I am kept informed of what is happening in our area and in our neighboring territory.

As a Trustee, we are responsible for the care and supervision of your building. Among our many duties, your membership book is required to be checked by us for accuracy of posting of all monies you have paid to your Local Union. The responsibility of every penny spent and all receipts are thoroughly checked every month for accuracy and accounted for. Recommendations are made to the membership for any investment or purchases of equipment which may be needed. **You** vote whether you want to make the purchase or not.

The Goodfellowship Benefit Club has been in existence since 1949. Membership is voluntary with each member in the "Club" donating $1.00 when a fellow-member passes away. This averages about $6.00 per year.

As President of this "Club" for the past 2 years, we have supplemented the payment to $550.00; increase of membership to an approximately 400 and hope to have another increase in the near future.

With the respect of each other among your Officers and working together in harmony and cooperation, only this can lead to the continuous growth and goodwill of your Local Union and Brother Members' welfare.

You will **show** a vote of **confidence** in your next Financial Secretary if you will:

STAMP LINE No. 5 ON YOUR BALLOT
when you vote: **MONDAY**—January 11, 1971
Polls open—7:00 a.m.—7:00 p.m.
Where???—1050 Mattox Road, Hayward Remember No. 5!!!!

Fraternally, **DELBERT (BERT) BARDWELL**

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OFFICIAL UNION NOTICES

AUTO & SHIP PAINTERS 1176

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Business Representative

IRON WORKERS 378

Our Regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Stewards meetings also are held the second and fourth Wednesdays of the month at 8 p.m.

Our regular membership meetings are held on the 2nd and 4th Friday of each month, 8 p.m.

Fraternally,
BOB McDONALD
Business Agent

PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m. in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

Fraternally,
TED E. AHL,
Secretary

DENTAL TECHNICIANS 99

The next regular meeting will be held Wednesday, January 6, 1971, 8 p.m. at the Del Webb Towne House (Civic Center Room), 8th & Market, San Francisco. Among other items to come up are the filling of a vacancy on the Executive Board and the discussion on the vacation pay and sick pay as it affects Dr. Campbell's employes. We will also have a short movie and discussion regarding state unemployment compensation law. Let's make this a well-attended meeting.

Fraternally,
LEO TURNER,
Business Representative

SERVICE EMPLOYEES 322

SPECIAL MEETING

A special meeting will be held for installation of officers at 8 p.m., Thursday, January 7 in Room H of the Labor Temple, 2315 Valdez Street, Oakland.

Fraternally,
VERNE DUARTE,
Financial Secretary

GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland, the fourth Friday of the month, 8 p.m.

Fraternally,
JACK KENNEDY,
Business Representative

ALAMEDA CARPENTERS 194

Carpenters Local 194 meets the first and third Monday evenings of the month at 8 p.m. in the Veterans Memorial Building, located at 2201 Central Avenue, Alameda.

Refreshments are served following the first meeting of the month in the Canteen for all present. You are urged to attend your Local's meetings.

Due to the raise in the per capita tax of Thirty-Five Cents per member per month, the Bay Counties District Council of Carpenters and it's delegates, by motion, voted to raise the monthly dues by Twenty-Five Cents per month.

Effective January 1, 1971, Dues will be $12 per month.

Fraternally,
WM. "BILL" LEWIS,
Recording Secretary

MILLMEN'S UNION 550

Effective January 1, 1971, dues for non-working members will be raised by 35 cents a month.

The officers and representatives wish every member a Happy New Year.

Fraternally,
ODUS G. HOWARD,
Financial Secretary

BERKELEY CARPENTERS 1158

Regular meetings are held the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley, California.

Due to the raise in the per capita tax of Thirty-Five Cents per member per month, the Bay Counties District Council of Carpenters and its delegates, by motion, voted to raise the monthly dues by Twenty-Five Cents per month.

Effective January 1, 1971, Dues will be $12 per month.

Fraternally,
NICK J. AFDAMO,
Recording Secretary

CARPENTERS 36

A Special Called Meeting will be held on January 7, 1971 at 9 p.m. for the purpose of holding nominations to fill the vacancy in the office of Financial Secretary and any other offices that may be declared vacant. Elections will be held on Friday, January 22, 1971 with the polls open from 12 noon to 10 p.m.

The regular meetings for Carpenters Local Union 36 are held the first and third Thursdays of each month at 8460 Enterprise Way, Oakland, California 94621, at 8 p.m. Phone 569-3465.

The hours of the Financial Secretary's office are 8 a.m. to 5 p.m., Monday through Thursday. Friday the office closes at 1 p.m.

Stewards meetings are held at 7:30 p.m. on the fourth Thursday of each month, at the hall.

Blood Bank No. 13 is now due and payable.

Fraternally,
ALLEN L. LINDER,
Recording Secretary

SERVICE EMPLOYEES 18

General membership meetings of Service Employees Local 18 are held at 3 p.m. the fourth Friday of each month in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

There will be no General Meeting in December since it falls on Christmas Day.

The officers and office staff of Local 18 wish all the members a Happy Holiday Season.

Fraternally,
BEN J. TUSI,
Secretary

U.C. EMPLOYEES 371

Our next regular meeting will be held on January 9, 1971 in Room 155, Kroeber Hall at 2 p.m. It will be preceded by the Executive Board Meeting. There will be the installation of officers for the coming year. Negotiations are still in progress.

Fraternally,
J. J. SANTOS,
Secretary-Treasurer

BARBERS 516

The next regular meeting of Barbers Local 516 of Fremont and Newark will be held on Wednesday, January 27, 1971 at 8 p.m. in Newark Square Barber Shop, 5600 Thornton Avenue, Newark, Calif.

The $3 1971 legislative assessment is due with your January dues. Please send it with your dues.

Your dues book will be audited in January by our finance committee. Please mail your dues books in.

Have a Happy New Year.

Fraternally,
AL DOYLE,
Secretary-Treasurer

AFSCME-EBMUD 444

The first Executive Board meeting for 1971 will be held on January 7 starting promptly at 7:30 P.M. We urge all officers to attend and become oriented and participate in Local 444's goals.

The Membership Meeting will be held on January 14 starting promptly at 7:30 P.M. It is imperative that all the members of this local participate in the activities effecting our long range goals at EBMUD.

There will be Installation of Officers and important reports. Please make every effort to attend meetings.

Fraternally,
CHARLES E. TEIXEIRA,
Secretary-Treasurer

BARBERS 134

Our next regular meeting will be held on Thursday night, January 28, 1971 at 8 p.m. in the Labor Temple, 23rd and Valdez Sts., Oakland.

Ray Luciano (incumbent) defeated challenger Ken Byoff for President 45 to 10. A white ballot was cast for all other incumbent officers. Installation of officers for 1971 will be held at the January meeting.

1971 Legislative Assessment is due with your January dues. All dues books will be audited by our Finance Committee in January. Please mail your Green Dues Books in with January Dues and $3 Legislative Assessment on or before January 1, 1971.

MERRY CHRISTMAS & A HAPPY NEW YEAR!

Fraternally,
JACK M. REED,
Secretary-Treasurer

HAYWARD CARPENTERS 1622

Election for the offices of financial secretary and trustee will be held Monday, January 11, 1971. Polls will be open from 7 a.m. to 7 p.m. All members must be in good standing to vote.

Regular meetings are held the second and fourth Thursdays of each month at 8 p.m. with a social following the meeting on the fourth Thursday.

The office of the financial secretary is open 7:30 a.m. to 5 p.m. Monday through Wednesday; 8 a.m. to 8 p.m. Thursdays, and 7:30 a.m. to noon Fridays.

Stewards meetings are at 7:30 p.m. on the second Tuesday of each month. A stewards training program is held in conjunction with the stewards meeting.

Eligibility for Reduced Dues:
Minimum of 55 years of age AND 7 consecutive years a member of Local 1622. Retired from trade or disabled.

EFFECTIVE JANUARY 1, 1971

Journeyman dues are $12.50 per month or $37.50 per quarter.

Apprentice dues are $12.25 per month or $36.75 per quarter.

Retired dues are $5.75 per month or $17.25 per quarter.

$1 Blood Bank for No. 12 is due in January. Payable only once.

The Vacation checks will soon be due. To make sure you receive yours, keep the Finance office informed of your current mailing address.

Changes must be received in office BEFORE January 10, 1971 for their first mailing.

Fraternally,
KYLE MOON,
Secording Secretary

SCHOOL EMPLOYEES 257

The Regular Meeting of the California, Oakland Unified School Employees Local Union 257 will be held on Saturday, January 9, 1971, at 10:30 a.m. in the Castlemont High School Auditorium, 8601 MacArthur Blvd., Oakland, California.

The Executive Board will meet at 8:00 a.m. in Community Room. All Board Members please take note.

The regular meeting of the Cafeteria Workers will follow at 1:30 p.m. in the same auditorium at Castlemont.

Fraternally,
HAROLD BENNER,
Executive Secretary

PRINTING SPECIALTIES 678

Meeting second Thursday of the month at 8 p.m. in Cannery Workers Hall, 492 C Street, Hayward, California.

Fraternally,
JOSEPH CABRAL,
Business Manager

SHEET METAL WORKERS 216

The regular meetings are every 3rd Wednesday of the month at 8 p.m. in the Labor Temple.

Fraternally,
FRED HARMON,
Business Manager

HARPERS BAZAAR is one of the Hearst publications which labor asks you not to buy until Hearst stops scabbing in Los Angeles.

You may rate a disability refund

If you worked for two or more employers during 1970, you may have a refund coming from state disability unemployment deductions from your paycheck—if you file for them.

Everything over $74 deducted in a year for disability insurance is refundable. Workers may get a Claim Form DE 1964 from the the State Department of Human Resources Development on which to apply for refunds.

Unions, employers and tax accountants also usually have the claim form on hand, the department said. Claims will be accepted until next June 30. The department urged workers to file promptly.

No pact after 30 months—Insurance Workers strike

The Insurance Workers International Union has struck the San Francisco office of the Civil Service Employees Insurance Company where it still has no contract after winning a National Labor Relations Board election 30 months ago.

After the vote in June, 1968, management delayed certification for two years with NLRB charges, later dismissed.

Local President Al Hermes and four other union members were fired, said International Representative Maurice Cauchon.

Certified as bargaining agent in June, the union has been able to meet management only once, for a half day, since July 1, Cauchon said.

When management's labor relations attorney said he might be available for bargaining, the union asked three consecutive days of meetings and was still waiting for an answer last week.

Tired of waiting for a contract, the union got San Fancisco Labor Council strike sanction and struck the firm at 989 Market Street. Some 166 employes are in its bargaining unit.

Firm will recall 67,000 auto tires

The Gates Rubber Company of Denver has agreed to recall about 67,000 two-ply nylon auto tires after tests of three types of the company's tires showed they failed to meet federal strength standards, the National Highway Safety Bureau announced.

Tires being recalled from consumers are the Davis Sentry, sizes 6.50/6.00 x 13, 7.75 x 14 and 7.75 x 15, the White Service Custom, size 6.70 x 15 and the Security VR-100, sizes 7.75 x 1b and 8.25 x 14.

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ELECT

HARRY HUFFORD

Financial Secretary

LOCAL 1622

5 YEARS BANKING EXPERIENCE
10 YEARS PROPERTY MANAGEMENT

JANUARY 11, 1971

EAST BAY LABOR JOURNAL

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PUC rules proposal denies public's rights

A long, long time ago, the California Public Utilities Commission, then known as the Railroad Commission, began to fight against rate gouging by the big utilities.

Some of its regulatory decisions were used by other similar agencies as precedents on how a state could be fair to consumers and utilities alike.

In recent years—since the present California governor took over the commission by appointments—it has been setting a new precedent of ultra-liberality to big utilities at consumers' expense.

Now it bids fair to set another precedent—how a utilities regulatory body can negate the consuming public's right to be heard.

Its Reagan-appointed chairman proposes to limit full rights to appear before the commission to attorneys. He proposes that the commission must be satisfied that a prospective party to a hearing has a "substantial special interest" in the matter before it may appear.

Issues must be defined first, then the hearing held within those narrow limits without regard to what may be discovered in testimony.

This is a denial of the right of consumers to intervene effectively in matters affecting their vital interests.

'It's Me, All Right'



Nixon shoots at your wages

With construction industry labor as its immediate target, the Nixon administration is moving to cut down all working people's ability to gain better wages.

This is not surprising in a big business-loving administration, but it is alarming.

President Nixon's Labor Department proposes changes in Davis-Bacon Act procedures which will substitute lower "average" wages for the prevailing union rate which the law has provided on federal construction

A Nixon adviser advocates its outright suspension, which may or may not be legal but which will cut wages.

Davis-Bacon was passed by Congress during a Republican administration and signed by a Republican President but its aims are too favorable to workers for the present Republican administration.

The attack on Davis-Bacon is only the beginning. The President and his advisers advocate:

- Compulsory arbitration, which means that wages would be set by government—and would be lower than what workers could get from real collective bargaining.
- Exempting teen agers from the federal minimum wage, creating a new class of cheap labor.
- Imposition of new building trades bargaining patterns to reduce wage settlements in construction.
- An advisory wage-price review board.

The President says "something is basically wrong" with building trades bargaining when it creates bigger wage increases than the average for manufacturing while many construction workers are jobless.

He should know about jobless construction workers. His economic slowdown is responsible for high unemployment. And, with jobs harder to find, and prices out of sight, construction and manufacturing workers both need more money when they do work.

The President has failed to cut prices with his slowdown of the economy.

The only new Washington proposal bearing on prices is the suggestion of a wage-price review board with only advisory duties.

If it has any effect at all, it will depress wage settlements. Anyone who thinks it would also chop back the prices, which make for industry profits, is dreaming.

Because this is a pro-business, anti-worker administration. Its proposals must be fought by strong legislative and political action with an ultimate aim its replacement at the next election.

LETTERS TO THE EDITOR

Teachers speak out on achievement testing program

(Following is an open letter by three members of the Oakland Federation of Teachers to Schools Superintendent Marcus Foster.)

———

Dear Dr. Foster:

Having received your letter dated November 24, 1970, we have complied with your demands and have turned in the Iowa Test of Educational Development and the Lorge - Thorndike results. However, we feel that it is necessary for us to make some important reservations known to you.

Imagine the self-humiliation of a college-bound student who is unable to answer even 20 per cent of the test confidently. The third-ranked students in the senior class scored 23 per cent on the test last year. And what of the non-academic student who cannot answer even 20 per cent. At worst, these tests defeated, demoralized and turned students against tests in general. This is disgraceful. And it's not the student's fault. Yet, he and only he feels the shame. His past teachers don't feel it for failing to teach him basic skills, and his present and future teachers have a ready made excuse for his failure. The student alone is humiliated when the results come in. Many find that purposely not trying on the tests is the only way to protect their self-image.

What are the test scores used for? If they are for tracking purposes, then they are inappropriate and indivalid. Too many students were unable to answer so many questions because of inappropriate vocabulary (i.e. interpolate), lack of math background, or linguistic bias (i.e. supper). If these tests are used for the purpose of counselling, then they are invalid tests of the aptitude and intelligence of our students. Since most students felt hostile about the tests and the people who administered them, they just marked answers without reading the questions. Who can blame them for that.

In your letter you quoted Board Rule No. 1104-15, concerning the establishment of means to measure the effectiveness of the instructional program as the best current educational thought shall dictate. Your committee on Group Testing has indicated a need for revised testing, yet on October 26, 1970, they stated that the tests should be administered as scheduled with no alterations. This report does not satisfy Board Rule No. 1104-15 since the tests do not measure the effectiveness of the instruction in the Oakland Public Schools.

Although you referred to Board Rule No. 2118, which stated the principal is the chief administrative and supervising officer of the school, the principal's power has nothing to do with the test issue.

Furthermore, you quoted Board Rule 2412, stating that a teacher's contract signifies his willingness to comply with all rules and regulations. Implicit in this and all other contracts is the idea that these are reasonable regulations. Also, it states that a teacher should at all times be concerned with the students. The welfare of our students was the overriding concern which compelled us to withhold the test scores. We were faced with an irreconcilible conflict: We are obligated to follow rules of the Board of Education which do harm to the students' future, their self-esteem, and their welfare.

Since our action led to your response threatening disciplinary action, we feel we must respond to your threats:

(1) You stated the possibility of a letter of reprimand: Were we to be reprimanded for failing to turn in test scores which would only show the state how poorly our students did on a racially, socio-economically biased tests? We felt compelled by our professional standards to protect our students from undue harm.

(2) You also mentioned the possibility of reducing our pay for the amount of time that should have been devoted to the assigned activity. Since we spent one day for test orientation, one day for filling out the answer sheet and three days for testing —we in no way can be accused of not using the correct amount of time to administer the tests. The act of turning in the scores took only a minute. Therefore, this action would have been impossible to uphold.

(3) Concerning withholding our paychecks until such time as damages **caused the school** can be ascertained by the school district, it is surprising that you are more concerned with the damages caused the school than the damages to the students' self-respect and attitudes toward school and learning. How defeating it is to spend 10 years of school, studying and trying to learn and then be told you are a failure based upon the scores of an irrelevant test.

(4) Although it is possible for you to both place the employee on suspension without pay or to initiate proceedings leading to dismissal or credential revocation, we are aware that such an action would be exceedingly difficult. To punish a person who has acted with professional dignity in accordance with the dictates of his conscience would be difficult to uphold in court as well as somewhat degrading to the office of the superintendent.

In conclusion, we feel that we were correct in our action of withholding test scores. Refusal to even administer the test would have been fare more apporpriate. Although we turned in the scores under the threats you imposed, we did so **under protest.** We implore that these tests never be used again. We believed you when you said you wanted teachers to feel important, to take a risk, even to put their jobs on the line. We hoped that these statements were not just platitudes.

We remain respectfully,

MARSHALL S. EDELMAN,
JAMES A. MINK,
WALTER G. SWIFT,
Social Science Teachers
Fremont High School



STEELWORKERS top international officers greet AFL-CIO Secretary-Treasurer Lane Kirkland at the fifteenth convention of the union at Atlantic City. Left to right are Vice President Joseph P. Molony, Secretary-Treasurer Walter J. Burke, Kirkland and President I. W. Abel.

Chavez freed in boycott case; high court review due

After 19 days in jail over his union's lettuce boycott, United Farm Workers Organizing Committee Director Cesar Chavez was freed two days before Christmas by the State Supreme Court.

Monterey County Superior Judge Gordon Campbell sent Chavez to the county jail in Salinas December 4 for violating an injunction limiting UFWOC activities in support of its efforts for a contract with the big Bud Antle lettuce firm.

The Supreme Court ordered Chavez freed while it could review Judge Campbell's order.

It also suspended Judge Campbell's requirements that UFWOC must stop calling the Antle matter a labor dispute, halt boycotts against Antle produce and must announce that Antle is exempt from the nationwide boycott against lettuce not produced under UFWOC contract.

On Christmas Eve, UFWOC launched picketing against Antle properties and others in the Imperial Valley while Chavez renewed his call to growers to meet and negotiate.

The fourth provision of Judge Campbell's order is to stand. It forbids UFWOC to declare that Antle employes are not represented by a union.

Antle declared it has had a Teamster contract since 1961.

Teamsters signed a number of vegetable grower contracts as UFWOC won its grape industry contract battle last year. Subsequently Teamsters agreed not to hold employers to agreements if they signed with UFWOC.

More recently, top AFL-CIO and Teamster spokesmen in Washington agreed to a jurisdictional division of field worker representation by UFWOC and Teamster representation in its traditional area which includes packing sheds and canneries.

Teamster General Vice President Frank E. Fitzsimmons last week backed the Antle Teamster contract, calling its conditions and wages better than those of other farm contracts.

Farm Workers' spokesmen said that Antle had improved wages after UFWOC signed up big Salinas growers in September.

Reagan cuts threat to construction told

The Reagan "cut, squeeze and trim" answer to a projected state deficit could mean a $25,000,000 to $30,000,000 reduction in construction, further weakening the sick construction industry, the California Labor Federation declared.

Spokesmen for the health professions and the University of California also protested Governor Reagan's cutbacks.

The Labor Federation noted that Governor Reagan's order to hold back on construction would affect legislative appropriations made in past years for construction but not yet committed, accounting for the possible $30,000,000 reduction.

The California Medical Association strongly demanded repeal of Reagan's reductions in MediCal services. The cuts could lead to "irreparable injury, including the threat of death," to MediCal patients, Dr. Ralph W. Burnett, CMA president, warned the governor.

Reagan's MediCal order, effective December 15, cuts MediCal fees to doctors and other health care providers by 10 per cent and requires that many services cannot be rendered without prior state approval.

Local communities will take on a much greater taxpayer burden as result of the cuts, than Reagan's state "savings," health practitioners charged.

An example is the Reagan order that a mentally ill person may have only one state-paid visit to a psychiatrist in six months, without state approval, unless a psychiatrist certifies the case is an emergency — a psychosis or threat of suicide.

Dr. William Goldman of the San Francisco Westside Community Mental Health Center said this will mean that patients will be forced out of clinics, at a $30 a day cost, into county hospitals at nearly $100 a day cost to counties.

And, he noted, mentally ill children cannot be seen by psychiatrists or psychologists for the start of treatment which could straighten out their difficulties.

Dr. Burnett also told the 25,000 CMA members that the association is considering court action to declare the MediCal cuts illegal.

"Such CMA action would be based on the fact that the new restrictive regulations are a barrier to the exercise of sound medical judgment necessary to treat patients — and that these regulations prevent continuity of good patient care for disadvantaged Californians," Dr. Burnett wrote the CMA membership.

UC Budget Director Loren Furtado warned that the university's budget request was in danger and "we're in real trouble."

Dr. Arthur Coleman of the San Francisco chapter of the National Medical Association questioned "whether the Reagan administration has truly explored alternatives for balancing the budget other than continuing to use what are apparently punitive measures on those who are least able to defend themselves" — MediCal patients.

PUC rules change assailed

Continued from page 1

They declared that they would file point-by-point objections to the proposal which is up for PUC action.

And they disclosed that, while the proposal had been sent to PUC "parties of appearance" December 14, they had not received it, although they customarily appear before the PUC.

Persons other than lawyers would be permitted to participate as "limited parties," which means that they would not be allowed to cross-examine witnesses, the organizations said.

"We object to this whole legalistic approach to an administrative agency," said Director Sylvia Siegel of the Consumers Association.

"Vukasin is trying to make over the PUC on the model of a court of law, with all of the court's rigid procedural limits. The PUC is a public service protection agency."

She said she knew of no other public agency which limited appearances to attorneys.

"This is abridging the public's right to be heard," she added.

"Anyone should have direct access to the commission. That was the intent of the original legislation which established its predecessor Railroad Commission many decades ago."

Vukasin now is part of a four-member majority of Reagan appointees which has handed out rate increases to utilities which labor and consumer organizations call excessive.

The proposal was initiated by a committee of lawyers, which the organizations said "claimed to have the sponsorship of the State Bar" and whose members have utility and trucking clients.

The committee chairman, Francis N. Marshall of Pillsbury, Madison & Sutro, denied the committee had originated Vukasin's attorneys only plan.

Banks retiring; Machinists 284 names Jim Moran

Walter Banks, financial secretary of Machinists Lodge 284 for the last 19½ years, will retire this month and will be succeeded by Lodge 284 President James Moran. Moran defeated Everett B. Helton for financial secretary in the union election.

Re-elected unopposed was Business Representative Edward J. Logue.

Fritz E. Neumann was elected to succeed Moran as president, defeating Terry L. True. Incumbent Vice President Rodney L. Taylor was re-elected over opposition of Dennis M. DeCarli.

Incumbent officers re-elected without opposition were Recording Secretary Kenneth J. Gibbons, Treasurer Edward Mart, Conductor Kenneth F. Dean and Trustee Beverly Hodghead, who was named to a three-year term.

EDITOR'S CHAIR

Continued from page 1

In those days a kid could see, hear and be a part of America from the grey granite Sierra to the Midwest cornfields to the gentle eastern mountains, where violence and poverty are history, to the concrete eastern cities.

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MY DAUGHTER Ann has three times visited relatives in Silver Spring, Maryland—at 30,000 feet. She saw some airports, Washington and Silver Spring. That is her loss.

Senator Lee Metcalf of Montana pointed out when a railroad tried to suspend passenger service in his state, that it had been granted extensive real estate by the government to induce it to provide service. The road made a profitable contract and wanted to dump the guarantee it made to get that contract, he noted.

Whatever passenger service bookkeeping shows, many roads are sitting pretty on their other properties and can afford to keep on serving the public. But don't get too hopeful.

CRLA seeks to override veto

Continued from page 1

pledged that the answers would be kept in "strictest confidence."

CRLA's varied activities as legal counsel to poor persons in non-city areas have included gaining a water supply for an Indian reservation and correcting unequal utilities service for small town poor.

Other CRLA class actions were for welfare clients.

Trade bill vital to protect jobs, AFL-CIO tells Senate

The trade bill, awaiting action in the Senate, is urgently needed to "prevent further erosion of U.S. jobs and the dismantling of our productive capacity,," the AFL-CIO warned.

The measure includes import quotas and a realistic requirement that the Tariff Commission help industries and workers seriously hurt by rising imports.

AFL-CIO Legislative Director Andrew J. Biemiller wrote all Senators that unless action is taken in this Congress the job crisis resulting from imports will be much worse.

Under present law, he told them, U.S. production of radios, black and white television sets, non-electric typewriters, sewing machines and many other "sophisticated manufacturing processes have been almost wiped out."

Biemiller noted that the AFL-CIO has staunchly supported freer trade. But he stressed that:

"The world has changed so dramatically that what is defended as 'free trade' is to a great degree no longer free nor trade.

"Some 700,000 U.S. workers have lost jobs between 1966 and 1969 due to imports—and that figure is rising sharply.

"Thus as consumers their purchasing power has been wiped out, their tax payments have halted, and many of them have been forced onto public assistance—all at increased cost to other Americans."

The AFL-CIO supports quotas on textile apparel and footwear, Biemiller wrote Senators. He called the quotas in the Senate bill "a stop-gap measure which will allow continued heavy imports of these items while at the same time seeking to stabilize industries and jobs that are threatened with suffocation.

"Imports can actually rise," he said. "There is no rollback or high tariff wall against imports."

He urged Senators to oppose such amendments as a provision of the House-passed bill establishing tax windfalls to businesses. Such a device, Biemiller said, "will not lead to expanded imports but to an expansion of a tax loophole and a $1,000,000,000 yearly loss in Treasury funds that will have to be made up by working Americans."

Housing bill up to Nixon

Congress voted final approval to a labor-supported housing bill that would inaugurate important new programs as well as raise the spending ceiling on continuing federal aid to housing.

A conservative coalition in the House tried unsuccessfully to kill the legislation, which includes an innovative program of federal planning and financial assistance for economically balanced "new communities" in metropolitan areas.

The provision was included in the Senate-passed bill but not in the House-passed version. Republican Leader Gerald R. Ford and his conservative Southern allies charged that the House conferees had "capitulated" to the Senate without fighting hard enough for the bobtailed House bill.

The House rejected the charge and approved the conference committee report, 168-104.

The Nixon Administration had opposed any new legislation and had asked Congress merely to vote a six-month extension of existing programs that otherwise would expire.

The bill sent to the White House would authorize $2,900,000,000 for housing and urban renewal programs through the fiscal year ending June 30, 1972.

Service Union 322 re-elects Duarte

Financial Secretary Vern Duarte and President Henry Maravella were re-elected unopposed by Service Employees Local 322 while Eugene Stelly defeated incumbent John Rowe for vice president.

Local 322's membership also voted to increase the financial secretary's term of office from one year to two.

Officers will be installed at a special meeting at 8 p.m. next Thursday, January 7 in Room H of the Labor Temple, 2315 Valdez Street, Oakland.

Recording Secretary Glenn Fowler was re-elected without opposition and James Shephard outpolled Pete Limbardo for sergeant at arms. Roy Smith was unopposed for trustee

Marin clergy in urgent peace call

STATEMENT OF A COMMITTEE OF CLERGY:

1. We are convinced that the issue separating the Union and the Independent Journal could have been resolved and could be resolved today by the orderly process of arbitration. (Historically, arbitration has been the means used in settling far more difficult strikes.)

2. We are convinced, however, that this dispute has gone beyond a matter of resolving technical issues and has for some time been a matter of deep philosophical differences. . . .

3. We are convinced that the San Francisco Typographical Union No. 21, has tragically erred in not clearly and consistently condemning and disavowing acts of harassment, intimidation, vandalism and violence.

4. We are convinced that this error has greatly reduced the sympathy for the union and alienated an otherwise fair-minded public, and increased public support for the Independent Journal.

5. We are, however, convinced that the Union does wish to settle this strike in an objective manner and has been willing to submit to mediation or binding arbitration. We have received concrete evidence from them that the Union is willing to submit realistic new proposals. We empathize with the Union's frustration that the I-J has been willing only to follow the required technical formality of meeting for negotiation sessions, without evidencing a willingness to enter into the spirit of negotiations or submit the issues to the orderly and peaceful process of serious mediation or arbitration.

6. We are now convinced that, while the I-J does not formally oppose the right of individuals to organize, it has actually undermined the present organization of union members by refusing to settle the strike by serious mediation or arbitration as legitimately and repeatedly requested by union elected representatives. In light of this, we are convinced that the Independent Journal is party to the violence that it has so consistently, vehemently and righteously condemned.

7. We are convinced that the I-J does not wish to settle this strike by compromising in any way with the S.F. Typographical Union. There are many factors involved in this attitude, not least of which is management's belief that its present employees would walk off the job if the strike were settled.

8. We are convinced that a key reason this strike has not been settled has been the lack of involvement by the citizens and the lack of responsible leadership by Marin County officials. Without both this involvement and leadership, the strike will not be settled.

9. The peace and well-being of Marin County to which we are all committed is dependent upon looking squarely at the facts in this situation. We have presented these statements as our witness to the realities of the conflict. We call upon the San Francisco Typographical Union No. 21 and the Independent Journal to re-examine their responsibilities to our community. We urge the public to demand a peaceful and orderly settlement through arbitration.

THIS STATEMENT is released on December 7, 1970, on behalf of themselves and 27 other Marin County clergymen:

Rev. George Carter
Methodis Church, Mill Valley

Rabbi David Davis
Congregation Rodet Sholom
San Rafael

Rev. Thomas I. Kennedy
San Raphael's

Rev. John O'Connor
Director; Catholic Social Services of Marin

Rev. James E. Symons
St. Andrew United Presbyterian Church, Marin City

Rev. John S. Thornton
St. Stephen's Parish, Belvedere

The statement at left represents the conclusions of a committee of Marin County clergymen who have been actively involved in attempts to bring about a peaceful settlement of the strike at the San Rafael Independent-Journal. It is an important statement; we think it deserves careful and earnest attention.

On the inside, to provide important background to this statement, you will find:

—The people who are on strike. See page 2.

—Earlier efforts of the clergy to find a way to peace. See page 3.

—Civic leaders and Bay Area unions both urge negotiations, mediation, arbitration. See page 4.

—You can help. See below.

We agree; we're ready

From the outset, nearly a year ago, we have been willing to submit our differences with the Independent-Journal to negotiation, mediation, or binding arbitration.

We still are.

The Clergy of Marin Couny, local government leaders, Bay area unions, businessmen, home-makers and countless citizens have pleaded for a peaceful settlement of the strike.

We have invariably replied that we are ready and willing, at any time, to negotiate, mediate, or arbitrate a settlement.

It is the Independent-Journal that has turned aside — arrogantly, selfishly, foolishly — every plea for a settlement at the bargaining table.

Now the Clergy of Marin County repeats its plea — this time with a special urgency. And we say — again: we are ready; we accept.

You can help.

You can add your voice, and encourage your friends and neighbors to add their voices, to the Clergy's appeal to reason. And we, too, concur with the Clergy in urging "the public to demand a peaceful and orderly settlement through arbitration."

You can help in other ways. Withdraw your support from the I-J's union-smashing efforts. Cancel your subscription to the I-J. Refuse to shop with merchants whose ads pay for armed guards, strikebreakers, and snarling dogs.

Most of all, we need your support. A year on the picketline is not only a tough, grinding chore — it's a costly one. Your contribution to this fight is the best evidence of your support. Why not put it in the mail today?

Typographical Union No. 21.

Strike Headquarters
Typographical Union No. 21
701 Mission Avenue
San Rafael, California 94901

Fellow Unionists: I most heartily support your valiant efforts to protect your jobs against the onslaught of professional strikebreakers! I also realize the tremendous financial strain in order to pay the numerous and costly legal expenses. Therefore I am enclosing my contribution to ease the burden.

Your name .....

Your address .....

A supplement to East Bay Labor Journal prepared and paid for by Typographical Union, No. 21

They are your neighbors . .

Meet the people

The victims of the Independent-Journal's anger are your neighbors—longtime residents of Marin County who have invested good years of their lives, their talents and skills in their jobs at the I-J. They are part of the fabric of our Marin community.

They are family people—the I-J strikers. Their interests and their involvement run the gamut of the county's interests. Like you, they like living here and they work in their own ways to make Marin an even better place to live.

They didn't want to strike. It was forced on them when the I-J threw out the union contract and brought in strike-breakers and armed guards. It was the only way left to them to defend their livelihood, their jobs, their homes.

Meet some of them:



SEVENTEEN YEARS ON THE JOB are at stake for Don Carico. Don has commuted daily to report for work at the I-J at 7:30 a.m. from Sonoma, where he and his wife Frances bought their home 25 years ago. A daughter attends high school there; their son attends Chico State.

Twenty years at the I-J is Russ Stahl's record. A native Californian, he was born in Oakland, attended schools in Healdsburg. A recent widower, Stahl is devoted to his five grandchildren and his two sons.

* * *

Gordon Johnson has been a resident of Marin and an employee of the Independent-Journal since 1952. Three sons were reared in the family home in San Rafael and attended local schools. About the only time Gordie ever took a day off was when he and his wife went to visit one of those sons when the ships from Vietnam put in at San Diego, where all three served in the U.S. Navy.

* * *

At 13 years of age, Doug Smith started delivering newspapers for the Independent-Journal. Later, he served his six-year printer's apprenticeship there. He has lived virtually all his life in Stinson Beach, 29 years, and has been a member of the town's volunteer fire department the past 12 years, at one time serving as fire chief. He and his wife, Shelby Lynne, have a 13-month-old son; both are active in community affairs.

* * *

Before coming to Marin County, Hal and Maye McDowell owned and published their own newspaper in Missouri. Hal started work at the I-J immediately after they bought a home in Novato 14 years ago. Maye joined the I-J after their son, who is now a senior at Sonoma State, was old enough to require less supervision. Hal is a member of the Masons and the Shriners; in the past belonged to the VFW, the American Legion and Lion's Club.

* * *

Only because "with our size family and my size income, we couldn't afford to buy a home in Marin," Paul Austin and his family settled in Sonoma when Paul started work for the I-J in 1955. Both Paul and Marie have devoted much of their lives to youth activities with church, school and fraternal groups. All three daughters were active in the Rainbow Assembly. Paula will graduate from Sonoma State this year, thanks to two scholarships and several grants, then will enter the teaching credential program. Juanita, who plans to attend the Montessori School of Teaching, and Daniel, who plans to become a pediatrician, attend Napa College. Claudia and Perry are in high school.

* * *

Gus Ohlson had been employed at the I-J since 1963 and has lived in Marin County "for over a dozen years." A native son of California, he is married, with no children.

Ohlson graduated from San Jose State College and was an instructor there following his graduation. He has done volunteer instruction in woodcarving, teaching children of all ages, in Marin County. He is also an inventor, with some patents pending.

A veteran of World War II, and with time in the USMCR and USNR, he served in the Merchant Marine before the war.

* * *

Probably more than any one person, John De Martini has felt the I-J's wrath. His firing was one of the final acts that forced the strike.

John had worked at the I-J for 14 years. A native of Sausalito, John has lived in the county all his life except for his service in World War II.

John has served as an assistant Scoutmaster and as Little League baseball coach. He has repeatedly been elected to office by his fellow members in the Typographical Union, currently serving as vice president.

He and his wife, Rose, have four children: Carol, 23; Diane, 21 (who is currently attending the University of Padua in Italy as part of the University of California Abroad program); John, 12; and Jim, 10.

* * *

Jim Wells came to work at the I-J two years ago under the Martin Luther King Minority Apprenticeship Program — the first black man to start an apprenticeship there in any of the printing production departments.

Wells, 22, was born in San Rafael and attended school in Sausalito and Tam High, where he was in the vocational printing class. Previously he had worked at the Graphic Arts of Marin printing plant.

A single man, Wells has an avid interest in stereo and in electronics. He is keenly disappointed that the I-J, in forcing the union to go on strike, has caused nearly a "year's dead time" in his training at a time when he is most anxious to learn and to complete his apprenticeship.







JUST ORDINARY PEOPLE, some older, some younger. Gary and Marie Anderson, top, are typical Marinites, Gary a native Californian and 21-year resident of Woodacre. With Jean, 11, and Eric, 6, they spend much time camping, hiking, cycling or fishing in Marin's woodlands. John and Bea Cresap (center) have lived in Terra Linda since 1958; John had worked at the I-J 11 years. Bea has retired as an English teacher and is now vice-president of the Terra Linda Art Assn. John Lucas is high on the seniority list at the I-J, with over 21 years there. He and his wife Jean have lived in San Rafael since 1943, and their four children attended San Rafael schools.



HIS KIDS are the foremost interest of Jim Harris, a young "newcomer" to the I-J composing room where he has worked since early in 1966. Jim's wife, too, is actively involved with children, currently serving as PTA secretary at Pleasant Valley School in Novato, where the couple is buying a home.



THE SENIOR MEMBER of the I-J composing room crew is Bill Bazzetta, who started with the original San Rafael Independent in 1926. He has been on the job steadily in the 43 years since, through its merger with the Journal. Bill and Marie have owned their home in San Anselmo since 1931. Their only son is an architect.

What better time than now?

A fair, thoroughly-tested, widely-established method is available to settle the printers' strike at the San Rafael Independent-Journal.

It's a method that's used in every kind of industry and business, covers close to 20 million workers and hundreds of thousands of employers.

It's simply collective bargaining in good faith, reinforced by mediation or binding arbitration.

The leaders of local government in Marin County—the city councils of San Rafael, Novato, Larkspur, and Fairfax, the Board of Supervisors, and many more—have urged both the Independent-Journal and the union to put this method to work.

The union is willing. The Independent-Journal refuses.

The clergy of Marin County have worked long and hard in their efforts to bring the two parties together at the bargaining table, or to resort to mediation or arbitration if negotiations fail.

Again the union is willing. It has been the Independent-Journal that has persistently balked these efforts.

The unions in Marin County and around the Bay are concerned, since they cannot escape the feeling that if the Independent-Journal can smash the collective bargaining structure, so can other employers.

The community has an unquestioned right to demand peaceful and orderly procedures for resolving disputes. Such procedures, well-tested and long-practiced, are at hand.

Isn't it time that the community focus that demand on the one party to this strike that has obstructed and subverted every effort to find a road to peace?

Isn't it time that fair-minded citizens, whatever their economic status, whatever their walk of life, whatever their place in Marin County, join in insisting on the well-proved techniques of collective bargaining as the formula for ending this dispute?

And what better time than now?

Marin clergy call for peace talks

The clergymen of Marin County have worked long and hard in their efforts to bring the Independent-Journal and union representatives to the bargaining table.

On June 9 a meeting of the clergy of Marin County adopted this resolution unanimously.

"We, the clergymen of Marin County, request that the Independent-Journal and the Typographical Union No. 21, who have been unable to make progress by negotiation, submit the issues separating them to mediation or binding arbitration for the resolution of their conflict, and we offer the services and resources of our Churches in helping to resolve this dispute."

Local 21 promptly replied that it was prepared to accept mediation or arbitration of unresolved issues.

On August 2, the bulletin of St. Rafael's Church quoted Reverend John O'Connor, director of Catholic Social Services in Marin County, as saying:

". . . This strike, then, MUST be settled, and the clergy of the county deplore the obstinancy of the Independent-Journal in not bringing in an outside mediator or arbitrator. We have offered the services and resources of our Churches to that end. The clergy of this County are of one mind and will not be pressured into blindly espousing the union position. At the same time, we will not be intimidated or put off by the obstinancy of the Independent-Journal."

On August 9, the bulletin of the Church of the Blessed Sacrament carried the following message from Pastor Reverend Raymond Maher:

". . . We remind the I-J that their problem concerns all of us who live in this county—some people from our parish have suffered much harm because of it. The problem even goes beyond the boundries of our County. The settlement of issues in this strike are crucial to the future of both management and labor in the newspaper industry. We are not taking sides with either. We simply and sincerely ask the I-J to settle for binding arbitration. The Union has already agreed to this. Admittedly both sides will have to give and take a bit when this is brought about. Why won't the I-J accept this? We do not blindly espouse the Union cause but we are becoming sick and tired of the obstinancy of the Independent-Journal. Two hundred plus days have passed since this strike began. How long are we as Christians going to wait before we put community pressure on the parties to settle in a peaceful manner?"

The Human Rights Commission of Marin County, plainly impressed by the lead of the clergy, voted at its August 12th meeting to call on the Marin County Board of Supervisors "to actively support the Marin County Clergy in their efforts to bring the Independent-Journal and the Typographical Union to the bargaining table to submit their differences to mediation or binding arbitration."

The efforts of the Marin County Clergy went beyond words. A group of them asked the Supervisors to appoint a fact-finding committee to prepare an objective and informative report on the strike issues. The Board agreed to do so if both parties agreed.

The union agreed. The I-J refused.

A representative of the clergy asked to sit in as an impartial observer of negotiations. The union agreed. The I-J refused.

The Marin Coalition, including representatives of several churches, called for public debate of the issues. The union showed up. The I-J refused.

On the heels of these efforts, the clergy met—and others voted later—to ask both parties to turn to mediation or binding arbitration.

Again, the union was willing. The I-J refused.

These Marin County businesses, by continuing to advertise in the Independent-Journal, are prolonging the strike. Please do not patronize them:

- Longs Drugs
- Disco Department Store
- Montgomery Ward Co.
- The Emporium
- Safeway Stores
- Petrini's Markets
- Lucky Stores
- Penney's

Civic leaders urge talks

Local government leaders in Marin County — and San Francisco, too — urgently call for negotiation, mediation, or arbitration to settle the 10-month-old strike at the San Rafael Independent-Journal.

Concerned that the trouble might spread to San Francisco and other Northern California communities, Mayor Joseph L. Alioto of San Francisco wired Mayor C. Paul Bettini of San Rafael:

". . . all of us who are charged with political leadership of this area should join together at your invitation to persuade the parties to bargain, mediate and arbitrate in good faith.

"There is a public interest here that supersedes the interests of the private parties . . ."

Months ago, the Marin County Board of Supervisors and the San Rafael City Council called on the union and publisher to resolve the dispute through negotiation, mediation, or arbitration.

In August, the Larkspur City Council noted that it had called on the union and publisher last March to "meet around the clock to discuss and pursue the ultimate settlement of your labor dispute."

It now urges that both parties "submit the issues separating you to mediation or binding arbitration so that your conflicts may be resolved."

A similar request was embodied in resolutions adopted by the Novato and Fairfax City Councils.

Bay Area unions back strike to the hilt

Every branch of organized labor in the Bay Area supports the proposal to resolve the Independent-Journal strike by negotiation, mediation, or binding arbitration.

The Marin County Central Labor Council, over the signature of Charles B. Weers, secretary, led the way. It has been supported by the San Francisco Labor Council and virtually every central body of unions in the Bay Area.

Their stand was recognized, too, by the unanimous support for the strike voiced by every branch of labor: the San Francisco convention of the California Labor Federation, AFL-CIO, by the Teamsters, the Longshoremen, the Farm Workers, scores of local unions.

The unions uniformly underscored settling the dispute by negotiation in good faith—failing a settlement, by mediation or binding arbitration.

The unions, moreover, were deeply concerned with the obvious anti-union tactics of the Independent-Journal, its publisher and business manager.

Unions were alarmed at the very outset when professional strikebreakers were imported to fill the strikers' jobs and when it became clear that the newspaper had prepared, weeks and months ahead, to replace its union employees.

Unions were concerned, too, by the actions of the Independent-Journal in violating, then destroying the union contract that had been in force in its plant for close to half a century.

These actions—imported professional strikebreakers, armed guards, the destruction of the union contract, the reluctance (if not refusal) to bargain in good faith — added up to a declaration of war, in the unions' eyes, on the entire structure of collective bargaining.

The unions rely on that structure for stability, for peace and harmony, for fair and democratic treatment in industrial relations.

They have pledged themselves to full, unqualified support of the striking unionists at the Independent-Journal.

They have supported the strikers financially. They have appeared in rallies of support. They have urged a boycott of businessmen who support the I-J's strikebreaking activities by continuing to advertise in the struck paper.

The apparent willingness of Marin County businessmen to support the I-J's anti-union tactics has led many unionists to advocate a boycott of Marin County until the dispute is settled—not on the union's terms, not on the I-J's terms, but on terms mutually developed and mutually satisfactory.

Bay Area unions have made it plain that the strike will not just go away. It will continue until collective bargaining in good faith has been restored.



CESAR CHAVEZ, the Farm Workers determined leader, called on the Marin clergy—indirectly on Marin County residents—to seek to bring about social justice, to support the strikers in their effort to win fair treatment. He urged a vigorous, round-the-clock boycott of all those businesses that continue to buy ads in the I-J—"that scab newspaper," he called it.

Court throws out I-J's $5 million libel suit

The Independent-Journal's $5,000,000 libel suit against three prominent Marin County residents and nationally-known leaders of the Democratic Party has been thrown out of court.

The I-J claimed it had been libeled when Roger Kent, Nancy Swadesh, and Robert Politzer signed an open letter to fellow Marin County Democrats, charging that the I-J is determined to "destroy the union."

Their letter pointed out that the union had proposed nothing to the I-J that had not already been written into signed agreements with every other Bay Area newspaper.

But the Independent-Journal, the letter went on, chose to hire strikebreakers (paying them almost $1,000 a week), hiring private armed guards and police dogs.

The I-J can afford this enormously expensive way of operation, the letter said, because it is the only newspaper in the county. It controls advertisers and manages news.

Entrenched in its monopoly, secure in its armed fortress, the I-J refused the board of Supervisors' proposal to set up an impartial fact-finding committee.

The letter called on Marin County citizens to cancel subscriptions to the paper, to urge businessmen to withdraw their ads, to support efforts to bring about negotiations or arbitration of issues.

"The right to negotiate a contract in good faith is respected by all men. Fairness is everyone's concern," the letter ended.

The I-J responded with a suit claiming that it had been libeled and seeking $5,000,000 in damages. The court dismissed it.

The I-J's monopoly on Marin County news media resulted in another legal setback, too, when Marin Municipal Court Judge Hadden Roth in San Rafael moved a case involving the paper and the union's pickets out of the county.

He upheld a union motion for a change of venue on the grounds that due process and equal protection would be denied the union pickets.

The judge pointed out that the newspaper consistently argued that the union is responsible for violence. It continually reinforced this by equating the union with acts of violence and vandalism in the way stories were printed in the paper.

In fact, Judge Roth found, the I-J's security guards had been arrested and news of it deliberately left out of the I-J's news reports.